

## Exploring Relationship of Personality's Models and Constructs of Leisure

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**Abstract:** The purpose of this paper has been analyzed the relationship of personality's models and constructs of leisure (leisure satisfaction, leisure attitude and leisure motivation). We chose universities of Tehran for case study. Participants (N=195) completed an online internet survey containing four measures and a demographic information: The Mini-IPIP, the Leisure Satisfaction Scale, The Leisure Attitude Scale and the Leisure Motivation Scale. Pearson correlations, MANOVA and canonical correlation were the statistical analyses used to determine the results. The study of personality can allow individuals to further understand themselves and others. The study of leisure can assist individuals to find satisfaction in work and life. Results of this paper presented that extraversion had significantly positively related to both leisure satisfaction and leisure motivation. Neuroticism had significantly negatively related to leisure satisfaction. Conscientiousness had significantly positively related to both leisure satisfaction and leisure attitude. Agreeableness had significantly positively related to leisure satisfaction. Also, canonical correlation analysis revealed that the two sets of variables (personality and leisure) were significantly related.

**Key words:** Personality's models • Leisure • Mini-IPIP • MANOVA • Canonical correlation

### INTRODUCTION

In recent years, there has been an increase in the amount of research on the relationship of leisure and personality. Most of this research has to do with the relationships between personality and leisure participation and leisure interests. However, as Furnham [1] stated, "The literature on the relation between personality and leisure is disappointing despite both its theoretical and practical implications". There is a paucity of research on the relationship between personality and leisure satisfaction, attitude and motivation. Furthermore, no previous studies have examined the relationships between the five factor model of personality and leisure satisfaction, leisure attitude and leisure motivation. The purpose of this paper was to examine the relationships that may exist between personality and three constructs of leisure by using the five factor model of personality.

Leisure can have a remarkable influence in many aspects of an individual's work and life [2]. Understanding how the satisfaction gained from an individual's leisure activities relates to one's personality in regards to mental health, happiness and personal and social adjustment could be very useful knowledge that could improve the quality of an individual's work and life [3]. There are many

thoughts, theories and opinions among researchers that have contributed over time to multiple definitions of leisure [4]. In its most basic and objective definition, leisure can be seen as what an individual does when he or she is not working. Activities during non-work time may be thought of as leisure mainly due to being seen as a period designated as free time [5, 6].

We have two types of leisure containing active leisure and passive leisure. Active leisure activities involve the exertion of physical or mental energy. Low-impact physical activities include walking and yoga, which expend little energy and have little contact or competition. High-impact activities such as kick-boxing and football consume much energy and are competitive. Some active leisure activities involve almost no physical activity, but do require a substantial mental effort, such as playing chess or painting a picture. Active leisure and recreation overlap significantly. Passive leisure activities are those in which a person does not exert any significant physical or mental energy, such as going to the cinema or watching television. Some leisure experts discourage these types of leisure activity, on the grounds that they do not provide the benefits offered by active leisure activities. For example, acting in a community drama (an active leisure activity) could build a person's skills or self-confidence [7, 8].

In the present study, leisure satisfaction is conceptualized and defined as "the positive perceptions or feelings that an individual forms, elicits and gains as a result of engaging in leisure activities and choices" [3]. What can contribute to leisure satisfaction is to what degree individuals are currently satisfied with their leisure experiences and activities. An individual might attain positive feelings of contentment and happiness that result from the satisfaction of needs. Researchers such as Riesman, Glazer and Denney [9] have suggested that participation in leisure activities and satisfaction derived from leisure can have an effect on the development and improvement of an individual's character and an individual's personality.

According to Ragheb & Beard [10], leisure attitude is composed of three components. The first, the cognitive component of leisure attitude, is defined as the individual's beliefs and knowledge about leisure in general, the characteristics and virtues of his/her leisure activities and how the leisure activity relates to his/her life. The second component, the affective attitude of leisure, describes individuals' feelings toward his/her leisure activities and in particular the degree to which an individual enjoys or does not enjoy their choices of leisure activities. The third component is that of behavior. This component reflects an individual's current and past patterns in regards to such leisure activities [10].

A subject of main concern in the research of leisure is the motivation for leisure itself [11]. Leisure motivation is defined as the psychological and social reasons to participate in leisure activities. In a study by Beard and Ragheb [12], four components of leisure motivation (intellectual, social, competence/mastery and stimulation/avoidance) were identified. Understanding leisure motivation is very important because it can assist in determining why people participate in leisure activities the way they do. In addition, understanding leisure motivation helps in understanding the consequences of engaging in leisure activities. Research about motivations for leisure participation can assist recreational and leisure practitioners create programs that have the greatest likelihood of bringing forth individual benefits [11]. The relationship between intrinsic motivational orientations and leisure activities are well supported with both research and theory [13-16].

**Five Factor Model of Personality:** The concept of personality is also one that can be difficult to define and the definitions that seem best can often times be quite abstract. A quick and easy definition of personality taken from a commonly used dictionary defines personality as

"the pattern of collective character, behavioral, temperamental, emotional and mental traits of a person" [17]. A more accurate and appropriate definition for the purposes of this study is the definition of personality as defined by Allport [18], which states, "Personality is a dynamic organization inside the person, of psychophysical systems that create the person's characteristic patterns of behavior, thoughts and feelings." The Five Factor Model of Personality is currently seen as the dominant theory for studying personality. It views human nature from the perspective of stable and consistent individual differences [19, 20]. This model states that in explaining human personality there are five basic traits. The dimensions are briefly summarized as follows [21]:

**Extraversion:** Individuals that exhibit high levels of energy, the propensity to seek stimulation, excitement, the company of other individuals and positive emotions.

**Neuroticism:** Often times referring to emotional instability, an individual's propensity to experience negative affect and unpleasant emotions very easily, such as anger, anxiety, hostility and depression.

**Openness to Experience:** An individual's enjoyment in and appreciation for adventure, art, imagination and curiosity and interest in novel and new ideas.

**Conscientiousness:** A propensity for an individual to exhibit self-discipline, to be responsible, to work hard and to aim for accomplishment rather than exhibit behavior that is careless, lazy and frivolous. Conscientiousness also includes behavior that is planned rather than spontaneous.

**Agreeableness:** An individual's propensity to be compassionate, friendly and good-natured rather than mistrustful, spiteful and hostile towards other individuals.

The importance and worth of the Five Factor Model of Personality (Big 5) is rightfully recognized for research purposes in management and psychology [22]. Additionally, the Big 5 has been recognized for research purposes in the field of Industrial and Organizational management. The Five Factor Model of Personality may be useful in predicting job performance. Personality questionnaires are considered a commonplace and relevant procedure for businesses and other organizations' personnel selection [23]. Furthermore, studies have revealed that businesses that use personality questionnaires as part of their employment

procedures have greater productivity, greater employee satisfaction and less employee turnover than businesses that do not use personality questionnaires for employment purposes [24].

## MATERIALS AND METHODS

Participants were 195 individuals recruited from universities of Tehran and questionnaires were posted on the Internet. Participants ranged in age from 18 to 30 years, with a mean of 23.7 years ( $SD = 6.32$ ). Gender composition of the participants was 42% male and 58% female.

The 24-items of leisure satisfaction scale developed by Beard and Ragheb [3] were used to evaluate the feelings or perceptions that an individual forms or gains as a result of engaging in leisure activities and choices. This scale is composed of six subscales, each consisting of four items. The six subscales are aesthetic, educational, physiological, psychological, relaxational and social. The 36-items of leisure attitude scale developed by Ragheb and Beard [10] were used to evaluate the participant's cognitive, affective and behavioral attitudes towards their leisure activities and experiences. This scale is composed of three subscales (Cognitive, Affective and Behavioral), each consisting of twelve items. The 32-items of leisure motivation scale developed by Beard and Ragheb [10] were used to evaluate the participants' motivations for leisure activities. This scale is composed of four subscales (Intellectual, Social, Competence/Mastery and Stimulus/Avoidance), each consisting of eight items.

The Mini-International Personality Item Pool (Mini-IPIP) [25] was used to assess the Five Factor Model of personality factors. The Mini-IPIP is a 20-items shortened version of the 50-items of International Personality Item Pool or Five Factor Model (IPIP-FFM; Goldberg, 1999). Items on the five subscales were measured using a 5-point scale ranging from 1 (almost never true) to 5 (almost always true).

**Data Analysis:** A 0.05 alpha level was used to assess all Pearson correlation analyses (Table 1). Extraversion shows a significant association with neuroticism,  $r = -0.18$ ,  $p = 0.025$ , suggesting that those who report higher levels of extraversion also report lower levels of neuroticism. Conscientiousness shows a significant association with neuroticism,  $r = -0.16$ ,  $p = 0.050$  suggesting that those who report higher levels of conscientiousness also report lower levels of neuroticism. Correlations among the three leisure scales revealed that all three correlations were statistically significant. Leisure satisfaction shows a significant association with leisure attitude,  $r = 0.53$ ,  $p = 0.004$ , suggesting that those who report higher levels of leisure satisfaction also report higher levels of leisure attitude. Additionally, leisure satisfaction also shows a significant association with leisure motivation,  $r = 0.64$ ,  $p = 0.011$ , suggesting that those who report higher levels of leisure satisfaction also report higher levels of leisure motivation. Furthermore, leisure attitude shows a significant association with leisure motivation,  $r = 0.53$ ,  $p = 0.004$ , suggesting that those who report higher levels of leisure attitude also report higher levels of leisure motivation.

Table 1: Pearson Correlations between the Five-Factor Model of Personality and the Constructs of Leisure

		1	2	3	4	5	6	7	8
1) Extraversion	P. Correlation	1							
	Sig.								
2) Neuroticism	P. Correlation	-0.180	1						
	Sig.	0.025							
3) Agreeableness	P. Correlation	0.100	0.110	1					
	Sig.	0.234	.189						
4) O. to Experience	P. Correlation	0.060	-0.010	0.110	1				
	Sig.	0.221	0.367	0.114					
5) Conscientiousness	P. Correlation	0.040	-0.160	0.140	-0.070	1			
	Sig.	0.417	0.050	0.212	0.102				
6) L. Satisfaction	P. Correlation	0.320	-0.300	0.180	0.070	0.270	1		
	Sig.	0.004	0.007	0.022	0.311	0.002			
7) L. Attitude	P. Correlation	0.080	-0.140	0.150	0.080	0.180	0.530	1	
	Sig.	0.415	0.200	0.177	0.205	0.036	0.004		
8) L. Motivation	P. Correlation	0.190	-0.150	0.150	0.090	0.120	0.640	0.530	1
	Sig.	0.040	0.315	0.287	0.141	0.399	0.011	0.004	

Table 2: Means and Standard Deviations

	Mean	Std. Deviation
Extraversion	3.06	0.90
Neuroticism	2.92	0.94
Agreeableness	4.10	0.68
O. to Experience	4.08	0.63
Conscientiousness	3.73	0.68
L. Satisfaction	3.67	0.55
L. Attitude	4.07	0.42
L. Motivation	3.50	0.51

Table 3: Canonical Correlations and Coefficients

	Correlation	Coefficient
Personality set		
Extraversion	0.65	0.51
Neuroticism	-0.62	-0.49
Agreeableness	0.35	0.29
Openness to Experience	0.12	0.09
Conscientiousness	0.56	0.42
Leisure set		
Satisfaction	0.99	1.07
Attitude	0.48	-0.03
Motivation	0.57	-0.09
Percent of variance	0.30	
Redundancy	0.07	
Canonical Correlation	0.49	

Pearson correlations were used to determine the strength of association between the five factors of the personality's model and leisure satisfaction, leisure attitude and leisure motivation and are presented in Table 2. Extraversion shows a significant positive association with leisure satisfaction,  $r = 0.32$ ,  $p = 0.004$ , suggesting that those who report higher levels of extraversion also report higher levels of leisure satisfaction. Additionally, extraversion shows a significant positive association with leisure motivation,  $r = 0.19$ ,  $p = 0.040$ , suggesting that those who report higher levels of extraversion also report higher levels of leisure motivation. Neuroticism shows a significant negative association with leisure satisfaction,  $r = -0.30$ ,  $p = 0.007$ , suggesting that those who report higher levels of neuroticism also report lower levels of leisure satisfaction. Agreeableness shows a significant positive association with leisure satisfaction,  $r = 0.18$ ,  $p = 0.022$ , suggesting that those who report higher levels of agreeableness also report higher levels of leisure satisfaction. Conscientiousness shows a significant positive association with leisure satisfaction,  $r = 0.27$ ,  $p = 0.002$ , suggesting that those who report higher levels

of conscientiousness also report higher levels of leisure satisfaction. Additionally, conscientiousness shows a significant positive association with leisure attitude,  $r = 0.18$ ,  $p = 0.036$ , suggesting that those who report higher levels of conscientiousness also report higher levels of leisure attitude.

Canonical Correlation was performed between the set of personality variables and the set of leisure variables to access the multiple dimensions along which the two sets of variables are related. Table 3 shows correlations between the variables and the canonical variates, standardized variates coefficients, redundancies and canonical correlations following guidelines that are outlined by Tabachnick and Fidell [26].

The model with all three canonical correlations in the model was significant at the  $p < 0.05$ ,  $\chi^2(15) = 395.16$ ,  $p = 0.001$ . Using a peel-off procedure, the chi-square value assessing the second and third dimensions with the first dimension removed was nonsignificant,  $\chi^2(8) = 288.00$ ,  $p = 0.778$ . Removing the first and second dimensions, the third dimension was nonsignificant,  $\chi^2(3) = 145.00$ ,  $p = 0.649$ . Therefore, only the first canonical variate pair will be used for interpretation. As illustrated in Table 3, using a cutoff correlation of 0.30, the variables in the personality set that were substantially correlated were Extraversion, Neuroticism, Agreeableness and Conscientiousness. Among the leisure variables, leisure satisfaction, leisure attitude and leisure motivation were all substantially correlated. The canonical variates indicate that higher levels of Extraversion (0.65), lower levels of Neuroticism (-0.62), higher levels of Agreeableness (0.35) and higher levels of Conscientiousness (0.56) are associated with higher levels of leisure satisfaction (0.99), leisure attitude (0.48) and leisure motivation (0.57).

A series of one-way multivariate analysis of variance (MANOVA) were performed on the demographic related variables of age and gender. The first MANOVA was conducted to evaluate the relationship between age and the three factors of leisure. A significant association was found among the three leisure variables and age, Pillai's Trace = 0.073,  $F(1,147) = 3.78$ ,  $p = 0.012$ . Age was found to have a significant negative Pearson correlation with leisure motivation  $r = -0.218$ ,  $p = 0.008$ , suggesting that those who are older also report lower levels of leisure motivation. A second MANOVA was conducted to evaluate the relationship between gender and leisure satisfaction, leisure attitude and leisure motivation. Significant differences were not found among the three leisure variables and gender, Pillai's Trace = 0.017,  $F(1,136) = 0.763$ ,  $p = 0.517$ .

## CONCLUSION

Our findings demonstrate that extraversion and leisure satisfaction be significantly positively related. Additionally, extraversion and leisure motivation, conscientiousness and leisure attitude, conscientiousness and leisure satisfaction, agreeableness and leisure satisfaction were shown to be significantly positively related. Neuroticism was shown to be significantly negatively related with leisure satisfaction. Additionally, MANOVA analyses indicated that age be significantly associated with the three variables of leisure. The findings of their research supported the notion that extraversion is significantly positively related with leisure satisfaction while neuroticism was found to be significantly negatively associated with leisure satisfaction. As predicted, extraversion was found to be positively associated with leisure motivation. This finding concurs with research by Lin, Chen, Wang and Cheng [27] that examined the relationship between Extraversion and leisure motivation in fitness centers. Neuroticism was found to be negatively associated with leisure satisfaction. This finding coincides with a previous study by Tu, Chen, Wang and Lin [28] that examined the influence of Neuroticism on leisure satisfaction. Findings from this study revealed that older participants reported higher levels of competence/mastery orientation than younger participants. In conclusion, by this study, managers can fitly program by recognizing personality and constructs of leisure and improve performance of works.

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